

NATIONAL PARK SERVICE

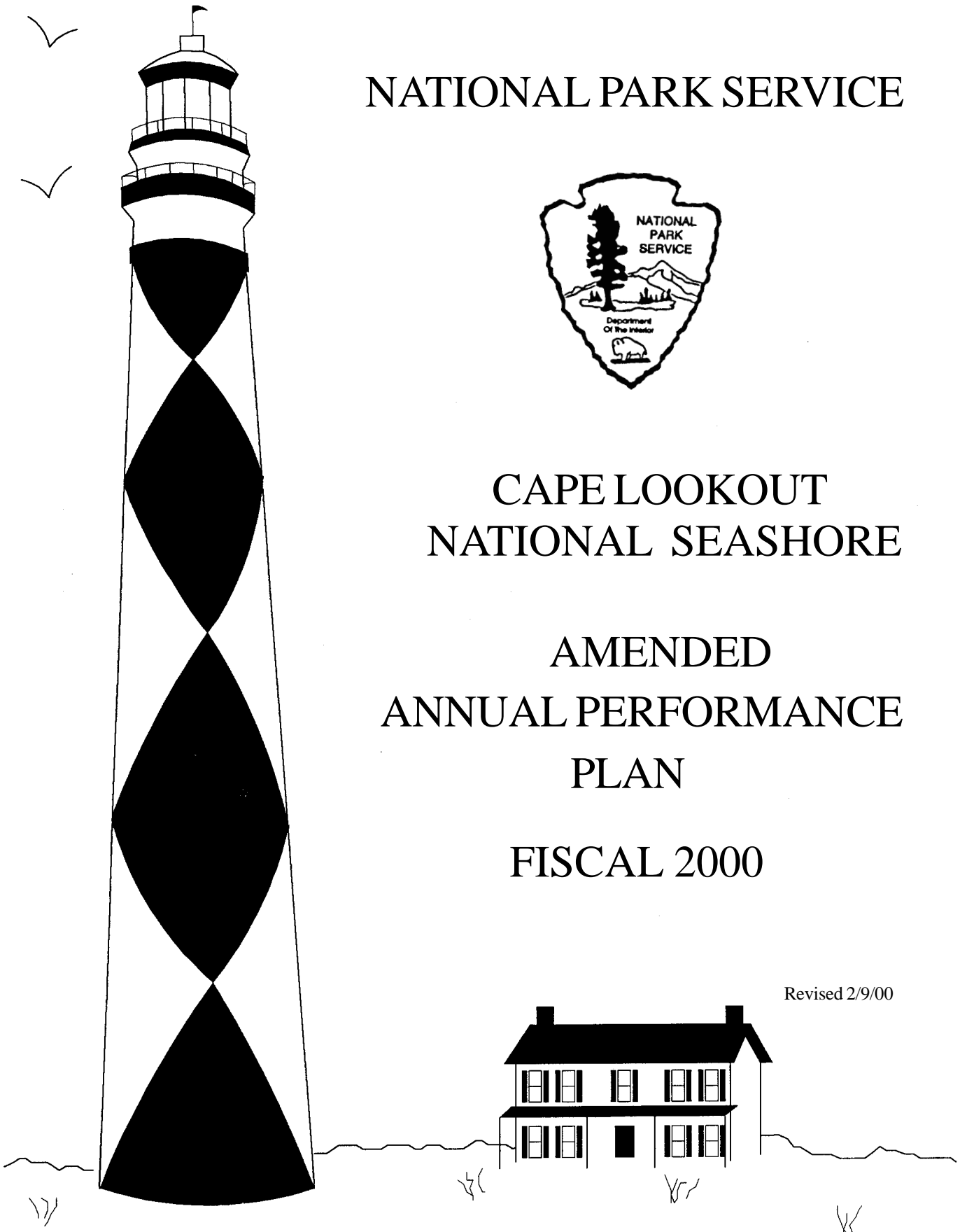


CAPE LOOKOUT NATIONAL SEASHORE

AMENDED ANNUAL PERFORMANCE PLAN

FISCAL 2000

Revised 2/9/00



2000 REVISED ANNUAL PERFORMANCE PLAN
TABLE OF CONTENTS

Introduction	2
Brief overview of GPRA and Strategic Plan	2
Brief overview of Cape Lookout's Strategic Plan and Annual Performance Plan	2
Key External Factors	2
Goal Definitions and Explanations	3
Mission, Long-Term, and Annual Goals	3
Goal Category I	4
Mission Goal Ia	
Ia01. Wilderness Management	4
Ia1A. Disturbed lands	4
Ia1B. Exotic Species	5
Ia2B. Threatened and Endangered Species	5
Ia5. Historic Structures	6
Ia6. Museum Collections	6
Ia8. Archeological Sites	6
Mission Goal Ib	7
Ib01. Natural Resources	7
Ib02. Natural Resources	7
Ib2C. Cultural Resources	7
Goal Category II	8
Mission Goal IIa	8
IIa1. Visitor Satisfaction	8
IIa2. Visitor Safety	9
Mission Goal IIb	9
IIb1. Visitor understanding and appreciation	9
Goal Category IV	10
Mission Goal IVa	10
IVa2. Employee competencies	10
IVa3. Employee performance	10
IVa4. Workforce diversity	10
IVa5. Employee housing	11
IVa6. Employee safety	11
Measuring Results	11
List of Preparers	12
Annual Performance Plans	13-25

AMENDED
FY 2000

ANNUAL PERFORMANCE PLAN

INTRODUCTION

In 1993, the President signed into law the Government Performance and Results Act (GPRA). This Act makes the Government more accountable to the American People in its actions and expenditures.

GPRA also requires three separate products: a Strategic Plan, an Annual Performance Plan, and an Annual Performance Report.

In 1996, the National Park Service developed a draft National Park Service Strategic Plan. All parks were then directed to develop their plans to meet the objectives of GPRA. This plan gives the park a management tool for use by each employee and a mechanism to contribute to the nationwide priorities as established by the Director.

Cape Lookout National Seashore's Strategic Plan was drafted in July 1997, and finalized in September 1997. This plan with its Mission Goals, Long-term Goals, and Annual Goals forms the basis for achieving Cape Lookout National Seashore's mission.

The Annual Performance Plan is a part of the Strategic Planning Process. It has two components: the Annual Goals and the activities and resources that are necessary for accomplishing the goals. An assessment will be done throughout the year and then summarized and documented with the Annual Performance Report.

The Annual Performance Plan assumes flat budgets and FTE's.

Key factors affecting the park in FY 2000 are as follows:

- Initiate Development of long-term concession contracts and Commercial Services Plan.
- Determination of private property ownership within the established boundary of Cape Lookout National Seashore.
- Wilderness Plan development.
- Expiration of a major retained Use and Occupancy lease.
- Personal watercraft use.
- Review legality of commercial fishing.
- Complete update of Off Road Vehicle Plan

GOAL DEFINITIONS AND EXPLANATIONS

There are three categories of goals in the GPRA process. The seashore's goals directly relate to the National Park Service goals as stated in the NPS Strategic Plan.

MISSION GOALS

The mission goals reflect the NPS mission and the seashore's mission of preserving and managing resources for perpetuity and for providing for visitor and public experiences. The seashore's mission goals enable management and staff to focus and align their activities, processes and resources to supporting mission-related outcomes and to ensure that these efforts and resources are targeted at the highest priorities. These goals are not measurable. These goals reflect the ideal situation for the seashore.

LONG-TERM GOALS

Long-term goals are known as "general goals" in GPRA and are a requirement of GPRA. These goals elaborate on the mission and mission goals. They are developed with greater specificity on what successful accomplishment of the agency's mission would look like. Long-term goals are outcomes that describe results and not the efforts. They show results in the condition of natural, cultural, and recreation resources and in visitor/public experiences. They are stated in a manner that can be measured for future assessment of whether the goal was achieved or not. They are desired future conditions and they are stated in measurable terms with clear performance targets and completion dates. Long-term goals can be 3-20 years in length but for planning purposes, a long-term goal is set at 5 years.

ANNUAL GOALS

These goals are what can reasonably be accomplished in one year. These are tiered from the long-term goals. These goals must also describe results, not efforts. They must be stated in a way that allows a future assessment whether the goal was achieved or not. Annual goals incorporate performance measures in them. These goals have clear performance targets. They are very specific and state what will be achieved within the fiscal year. These are not products or activities (outputs) but rather the results of products or activities. They are cumulative and add up over the five-year period for the long-term goal.

GOAL CATEGORY I: PRESERVE PARK RESOURCES.

Mission Goal Ia: Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

Ia01. The park will have a current, approved Wilderness Management Plan meeting the criteria identified in Director's Order #41.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

Ia01. Integrate wilderness management into park performance plans and position descriptions per Director's Wilderness Accountability.

Update performance plans and position descriptions.
Begin drafting Wilderness Management Plan. Determine legislative status of Wilderness designation (proposed 1984).

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

Ia1A. 15% of targeted disturbed park lands, as of 1997 (15 acres), are restored.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

Ia1A. 13% of disturbed lands are restored.

Vehicles driving off marked vehicle trails may be causing resource problems for the park. Vehicle use areas will be checked on a more regular basis and roads will be posted, closed, or moved as needed.

Draft, review, approve, and implement Off Road Vehicle Plan.

Issue permits, monitor, and continue removing duck blinds that are illegally within the boundaries of the seashore.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

Ia1B. 15% of priority targeted disturbances are contained.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

Ia1B. 14% of priority targeted disturbances are contained.

Phragmites, an exotic plant, has been documented in the park. Steps will be taken to continue to document the location of this plant using Global Positioning System (GPS) equipment and treatment of the plant with a herbicide will continue.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

Ia2B. 100% of the 1997 identified Cape Lookout (CALO) populations of federally listed threatened and endangered species of critical habitat on park land or requiring NPS recovery actions have stable populations.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

Ia2B. Set target that **the entire** 1997 baseline identified park populations of federally listed threatened and endangered species with critical habitat on CALO lands or requiring NPS recovery actions have stable populations.

Sea turtle nesting activities will be monitored according to U.S. Fish and Wildlife Index Beach standards. All nesting and hatching data will be reported to the appropriate agencies.

Monitoring efforts will be conducted in order to try and locate all nesting piping plovers. Nesting areas will be closed to the public and all nests found will be protected by predator exclosures. All data collected will be reported to the appropriate agencies.

A survey to locate all sea beach amaranth plants will be conducted. Any protection measures necessary will be taken. Census data will be reported to the appropriate agencies.

Protection Rangers must deal with abuses by loose dogs and by people entering the nesting areas on foot or by vehicle. Signs will be posted advising visitors about the rules and regulations of closed nesting areas; and there will be assertive enforcement by ranger staff.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

Ia5. 50% of the 60 historic structures on the 1998 List of classified Structures are in good condition.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

Ia5. 18 (30%) of the 60 historic structures on the 1998 List of Classified Structures will be in good condition.

Cape Lookout National Seashore will be replacing roof, windows and doors on three structures in the Coast Guard Complex on the Cape. New foundation to be installed on Life Saving Station at Portsmouth Village. This will bring these structures up to good condition.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

Ia6. 50% of preservation and protection conditions in park museum collections meet professional standards.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

Ia6. Increase the checklist standards met to 39 (52%).

The seashore currently has 182 items catalogued. Automated National Cataloging System will be completed. Will begin developing a Collection Management Plan. Will catalog park archival holdings. Museum collection survey will be conducted. Begin research on museum objects. Develop/implement environmental monitoring program for museum spaces.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

Ia8. 10% of the 36 recorded archeological sites are in good condition.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

Ia8. Increase by 9%, from the 1997 level (0), the number of archeological sites that are in good condition.

Cape Lookout will continue monitoring and protecting known archeological sites, which is difficult due to the changing landscape of the barrier islands. The seashore will develop proposals to identify other potential sites for protection.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

Ib01. Collect information on feral horses on Shackleford Banks in order to develop management decisions.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

Ib01. Determine Equine Infectious Anemia (EIA) status for horse herd and reduce EIA on island.

Cape Lookout will conduct a round up of the feral horses on Shackleford Banks. All horses will be tested for equine Infectious Anemia (EIA) and any testing positive will be removed according to State of North Carolina, Veterinary Division, recommendations. **ACHIEVED and COMPLETED**

Ib02. Manage horse population based on guidelines established by legislation, P.L. 105-202.

Continue to implement Horse Management Plan with Foundation for Shackleford Horses, Inc. Conduct roundups and immunocontraception as necessary to control horse population. Monitor regularly to assess the population structure and health of the horses.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

Ib2C. The 1997 baseline inventory and evaluation of each category of cultural resource is increased by a minimum of 10%.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

Ib2C. Information to support the 1997 baseline inventory of historic structures will be increased by a minimum of 12 (16%).

Cape Lookout National Seashore will be conducting building inventory on the Thomas Bragg House site (three structures) and the Salter Dixon House site (four structures).

GOAL CATEGORY II: PROVIDE FOR THE PUBLIC ENJOYMENT AND VISITOR EXPERIENCE OF CAPE LOOKOUT NATIONAL SEASHORE.

Mission Goal IIa: Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of Cape Lookout's facilities, services, and appropriate recreational opportunities.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

IIa1. 92% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

ANNUAL GOALS: BY SEPTEMBER 30, 2000,

IIa1. 92% of park visitors continue to rate their satisfaction with appropriate park facilities, services and recreational opportunities as "good" and "very good."

The seashore will continue to devote its main energies to providing the best visitor services possible.

A Commercial Services Plan will be developed on the heels of acceptance of the General Management Plan Amendment. Prospectuses will be initiated for expired concessions' contracts. Interim letters of agreement for concessions' contracts will be issued through December 31, 2000.

Expired Incidental Business Permits will be renewed for one year. The issuance of new regulations could result in mass changes to this program.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

IIa2. Reduce the visitor safety incident rate by 10% from 1997 levels.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

IIa2. Reduce visitor safety incident rate by 6%.

Continue to identify and remove all potential safety hazards. Continue public awareness through programs, bulletins, and signs. Correct any deficiencies identified by OSHA in 1999 inspection and implement recommendations.

Mission Goal IIb: Park visitors and the general public understand and appreciate the preservation of Cape Lookout and its resources for this and future generations.

LONG-TERM GOAL: By September 30, 2002,

IIb1. 95% of park visitors understand and appreciate the significance of Cape Lookout National Seashore.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

IIb1. 95% of visitors understand and appreciate the significance of Cape Lookout National Seashore.

Visitor expectations from surveys will be monitored and programs and services will continue to grow and develop to foster visitor appreciation of Cape Lookout National Seashore.

GOAL CATEGORY IV: ENSURE ORGANIZATIONAL EFFECTIVENESS.

Mission Goal IVa: Cape Lookout National Seashore uses current management practices, systems, and technologies to accomplish its mission.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

IVa2. 100% of employees within the 16 key occupational groups have essential competency needs identified for their positions.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

IVa2. 100% of employees (permanent and term) have essential competency needs identified for their positions. **ACHIEVED AND COMPLETED.**

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

IVa3. 100% of employee performance standards will be linked to appropriate strategic and annual performance goals.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

IVa3. 70% of all employees at all grade levels have standards linked to organizational strategic and annual performance goals.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

IVa4. Increase by 25%, over 1998 levels, the representation of underrepresented groups in each of the target occupational series in the NPS permanent workforce.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

IVa4. Increase the representation of underrepresented groups in each of the targeted occupational series by 12% over each series' 1998 baseline through merit promotion selections, new appointments, and other means of accessions.

CALO will reduce the underrepresentation and increase diversity based upon proactive recruitment and hire employees who reflect the broad spectrum of American public as vacancies occur.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

IVa5. 35% of employee housing units, classified as being in poor or fair condition in 1997, have been removed, replaced, or upgraded to good condition.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

IVa5. 100% of employee housing units, classified as being in poor or fair condition in 1997, have been removed, replaced, or upgraded to good condition.

LONG-TERM GOAL: BY SEPTEMBER 30, 2002,

IVa6. Reduce by 50% from the 1996 level, Cape Lookout's employee lost time injury rate, and reduce the cost of new workers' compensation costs by 50% based on the 1996 costs.

ANNUAL GOAL: BY SEPTEMBER 30, 2000,

IVa6. Reduce by 35%, the NPS employee lost time injury rate, and reduce by 30% the cost of new workers' compensation cases (COP) based on the NPS 5-year (FY 1992-FY 1996) averages.

Reestablish Safety Committee. Conduct regular safety committee meetings and maintain an active role in park operations, maintenance and administration. Initiate update of 1988 park safety plan. Encourage continued maintenance "tailgate" safety sessions.

MEASURING RESULTS

Cape Lookout will continue to periodically review the Strategic Plan and the Annual Performance Plan to assure that all goals will be met. At the end of the fiscal year, all accomplishments will be compared with and evaluated against the goal that was set for that fiscal year.

LIST OF PREPARERS

Cape Lookout National Seashore
131 Charles Street
Harkers Island, NC 28531

The following people can be reached by phone or cc:Mail.
Phone: 252-728-2250

Karren C. Brown, Superintendent	Ext. 3014
Donna O. Tipton, Chief of Administration	Ext. 3019
Michael E. McGee, Facility Manager	Ext. 3011
Michael W. Rikard, Resource Management Specialist	Ext. 3012
A. James Zahradka, Supervisory Park Ranger	Ext. 3007
Karen Duggan, Park Ranger, Interpretation	Ext. 3024
Susan J. Stuska, Wildlife Biologist	Ext. 3017
Liz Weston, Concession Management Specialist	Ext. 3009

FY2000 Annual Performance Plan

Park/Program Id. No 5210Page 1 of 13Org. Goal Id No 0001

Servicewide Goal Identification number: Ia01A NPS Servicewide Mission/Long-term Goal: By September 30, 2002, Restoring disturbed park land not meeting criteria of goal Ia1A.						
Park/Program Long-term Goal: By September 30, 2002, park will have current, approved Wilderness Management Plan meeting the criteria identified in Director's Order #41.					Baseline Year: 1999	Target Year: 2002
Park/Program Annual Goal: By September 30, 2000, Integrate wilderness management into park performance plans and position descriptions and begin draft of Wilderness Management Plan per Director's Wilderness accountability.						
Performance Target this FY: Performance plans and position descriptions updated; draft Management Plan 30% complete		Indicator: Plan	Baseline Number: 0	Desired Condition (Condition tag): final plan	Unit Measure: Plan	
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Update Performance Plans and pos. descriptions	SUP/RM/AD	Updated plans and P.D.'s	Brown,Rikard,Tipton	ONPS	17,600	0.3
Begin drafting Wilderness Plan	RM	Draft Plan	Rikard	ONPS	22,600	0.3
Total Cost and FTE					40,200	0.6

FY2000 Annual Performance Plan

Park/Program Id. No 5210Page 2 of 13Org. Goal Id No 0001A

Servicewide Goal Identification number: Ia1A

NPS Servicewide Mission/Long-term Goal: By September 30, 2002, 5% of targeted disturbed park lands, as of 1997, are restored.

Park/Program Long-term Goal: By September 30, 2002, 15% of targeted disturbed park lands, as of 1997, are restored.

Baseline Year: 1997

Target Year: 2002

Park/Program Annual Goal: By September 30, 2000, 13% of disturbed lands are restored.

Performance Target this FY: 2 Acres of disturbed lands

Indicator: acres

Baseline Number:
15.3Desired Condition re-
(Condition tag): stored

Unit Measure: Acres

FY2000 Annual Work Plan

Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Close unauthorized vehicle trails	RM	Road Closures	Rikard	ONPS	\$48,100	0.3
Issue permits, monitor and continue removing duck blinds that are illegally within the boundaries of the park.	LE	Natural lands restored	Zahradka	ONPS	\$18,600	0.3
Total Cost and FTE					\$66,700	0.6

FY2000 Annual Performance Plan

Park/Program Id. No 5210Page 3 of 13Org. Goal Id No 0001B

Servicewide Goal Identification number: Ia1B NPS Servicewide Mission/Long-term Goal: By September 30, 2002, 5% of priority targeted disturbances are contained.						
Park/Program Long-term Goal: By September 30, 2002, 16% of priority targeted disturbances are contained.					Baseline Year:1997	Target Year:2002
Park/Program Annual Goal: By September 30, 2000, 12% of priority targeted disturbances are contained.						
Performance Target this FY: 1 Acre	Indicator: Acres	Baseline Number: 5	Desired Condition (Condition tag):rest.	Unit Measure:Acres		
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Survey/Document Phragmites population and treat with herbicides.	RM	Location of Phragmites	Rikard	ONPS	\$19,600	.1
Total Cost and FTE					\$19,600	.1

FY2000 Annual Performance Plan

Park/Program Id. No 5210Page 4 of 13Org. Goal Id No 0002

Servicewide Goal Identification number: Ia2B NPS Servicewide Mission/Long-term Goal: By September 30, 2002, 25% of the 1997 identified park populations of federally listed threatened and endangered species with critical habitat on park lands or requiring NPS recovery actions have stable populations.						
Park/Program Long-term Goal: By September 30, 2002, 100% of the 1997 identified CALO populations of federally listed threatened and endangered species with critical habitat on CALO lands or requiring NPS recovery actions have stable populations.					Baseline Year: 1997	Target Year: 2002
Park/Program Annual Goal: By September 30, 2000, set target that all of the 1997 baseline identified park populations of federally listed threatened and endangered species with critical habitat on CALO lands or requiring NPS recovery actions have stable populations.						
Performance Target this FY: 3		Indicator: # of stable species	Baseline Number: 3	Desired Condition (Condition tag):stable	Unit Measure: # of species	
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
90% of sea turtle nests found within 12 hrs.	RM	Protect nests/hatchlings	Rikard	ONPS	\$ 60,200	1.1
95% of piping plover nests protected	RM	Protect nests/chicks	Rikard	ONPS	58,300	1.1
Annual census of sea beach amaranth	RM	Census results	Rikard	ONPS	20,600	0.2
Protection of nesting areas	OPS	Protection of nests	Zahradka	ONPS	115,300	2.0
Total Cost and FTE					\$254,400	4.4

FY2000 Annual Performance Plan

Park/Program Id. No 5210Page 5 of 13Org. Goal Id No 0003

Servicewide Goal Identification number: Ia5						
NPS Servicewide Mission/Long-term Goal: By September 30, 2002, 50% of the historic structures on the 1998 List of Classified Structures are in good condition.						
Park/Program Long-term Goal: By September 30, 2002, 50% of the historic structures on the 1998 List of Classified Structures are in good condition.					Baseline Year:	Target Year:
Park/Program Annual Goal: By September 30, 2000, 18 (30%) of the 60 historic structures on the 1998 List of Classified Structures will be in stabilized condition.						
Performance Target this FY: 18 stabilized	Indicator: historic structures	Baseline Number: 60	Desired Condition (Condition tag): good	Unit Measure: 1 historic structure		
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Complete renovation of buildings w/new windows and doors	Maint./Admin	Structures in good condition.	McGee/Tipton	ONPS	\$109,100	2.5
Total Cost and FTE					\$109,100	2.5

FY2000 Annual Performance PlanPark/Program Id. No 5210Page 6 of 13

Org. Goal Id No 0004

Servicewide Goal Identification number: Ia6						
NPS Servicewide Mission/Long-term Goal: By September 30, 2002, 68% of preservation and protection conditions in park museum collections meet professional standards.						
Park/Program Long-term Goal: By September 30, 2002, 50% of preservation and protection conditions in park museum collections meet professional standards.				Baseline Year: 1998	Target Year: 2002	
Park/Program Annual Goal: By September 30, 2000, increase the checklist standards met to 30 (40%).						
Performance Target this FY: 30 of checklist standards	Indicator: standards		Baseline Number: 75	Desired Condition (Condition tag): met	Unit Measure:# met	
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Collection Condition Survey	OPS	Survey	Duggan	ONPS	\$23,700	0.4
Complete ANCS cataloguing	OPS	Artifacts catalogued	Duggan	ONPS	23,700	0.5
Obtain photographs of SEAC items; support contract for ANCS	OPS	Complete record of artifacts	Duggan	ONPS	3,000	0.2
Total Cost and FTE					\$50,400	1.1

FY2000 Annual Performance PlanPark/Program Id. No 5210Page 7 of 13

Org. Goal Id No 0005

Servicewide Goal Identification number: Ia8						
NPS Servicewide Mission/Long-term Goal: By September 30, 2002, 50% of the recorded archeological sites are in good condition.						
Park/Program Long-term Goal: By September 30, 2002, 10% of the recorded archeological sites are in good condition.				Baseline Year: 1997		Target Year: 2002
Park/Program Annual Goal: By September 30, 2000, increase by 9%, from the 1997 level, the number of recorded archeological sites that are in good condition.						
Performance Target this FY: 3		Indicator: site		Baseline Number: 36	Desired Condition (Condition tag): good	Unit Measure: sites
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Protect/Monitor Archeological sites	LE	Protection of sites	Zahradka	ONPS	\$ 15,700	0.3
Move remaining headstones out of creek in Portsmouth Village to higher ground	LE	Protection of sites	Zahradka	ONPS/Volunteers	16,200	0.2
Total Cost and FTE					\$ 31,900	0.5

FY2000 Annual Performance Plan

Park/Program Id. No 5210Page 8 of 13Org. Goal Id No 0006

Servicewide Goal Identification number: Ib01 NPS Servicewide Mission/Long-term Goal: The National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.						
Park/Program Long-term Goal: By September 30, 2002, collect information on feral horses on Shackleford Banks in order to develop management decisions.				Baseline Year: 1997	Target Year: 2002	
Park/Program Annual Goal: By September 30, 2000, determine Equine Infectious Anemia (EIA) status for horse herd and reduce EIA on island.						
Performance Target this FY: 0 horses	Indicator: horses	Baseline Number: 5 horses	Desired Condition (Condition tag): EIA free	Unit Measure: horse		
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
THIS GOAL WAS COMPLETED. NO WORK PLAN FOR FY2000						
Total Cost and FTE						

FY2000 Annual Performance Plan

Park/Program Id. No 5210Page 9 of 13Org. Goal Id No 0006A

Servicewide Goal Identification number Ib02 NPS Servicewide Mission/Long-term Goal: By September 30, 2002, the National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.						
Park/Program Long-term Goal: By September 30, 2002, collect information on feral horses on Shackleford Banks in order to development management decisions.				Baseline Year: 1997	Target Year: 2002	
Park/Program Annual Goal: By September 30, 2000, manage horse population based on guidelines established by legislation P.L. 105-202.						
Performance Target this FY: Maintain herd at 100-110 horses	Indicator: horses	Baseline Number: 100-110	Desired Condition legis. Population	Unit Measure: horse		
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Immunocontraception, monitoring, and removal of excess horses to Foundation for adoption	RM	Legislated number of horses	Rikard/Stuska	ONPS	\$38,100	1.2
Assist with roundups	LE	Legislated number of horses	Zahradka	ONPS	11,500	0.4
Total Cost and FTE					\$49,600	1.6

FY2000 Annual Performance Plan

Park/Program Id. No 5210Page 10 of 13Org. Goal Id No 0007

Servicewide Goal Identification number: Ib2C NPS Servicewide Mission/Long-term Goal: By September 30, 2002, the 1997 baseline inventory and evaluation of each category of cultural resource is increased by a minimum of 5%.						
Park/Program Long-term Goal: By September 30, 2002, the 1997 baseline inventory and evaluation of each category of cultural resource is increased by a minimum of 50%.					Baseline Year: 1997	Target Year: 2002
Park/Program Annual Goal: By September 30, 2000, information to support the 1997 baseline inventory of historic structures will be increased by a minimum of 32%.						
Performance Target this FY: 19	Indicator: Historic Structures	Baseline Number: 60	Desired Condition (Condition tag): inventory	Unit Measure: Structures		
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
ICAP input for inventory (3 structures)	Maint./Adm.	Computerized Bldg. Inventory	McGee	ONPS	\$ 18,000	0.4
Total Cost and FTE					\$ 18,000	0.4

FY2000 Annual Performance Plan

Park/Program Id. No 5210Page 11 of 13Org. Goal Id No 0008

Servicewide Goal Identification number: IIa1 NPS Servicewide Mission/Long-term Goal: By September 30, 2002, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.						
Park/Program Long-term Goal: By September 30, 2002, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.					Baseline Year:	Target Year:
Park/Program Annual Goal: By September 30, 2000, 95% of park visitors continue to rate their satisfaction with appropriate park facilities, services, and recreational opportunities as "good" and "very good."						
Performance Target this FY: 95% satisfied visitors	Indicator: visitors	Baseline Number: 450,000	Desired Condition (Condition tag): Satisf.	Unit Measure: % satisfied		
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Maintain housekeeping	Maint./Adm.	Clean facilities	McGee	ONPS	\$106,700	1.2
Maintain grounds maintenance	Maint./Adm.	Mowing, grading, ditching	McGee	ONPS	93,000	1.2
Building maintenance	Maint./Adm.	General maintenance	McGee	ONPS	94,000	1.9
Initiate Comm. Services Plan & Contract Prospectus	Conc./Adm.	Comm. Services Plan & Prospectuses	Weston	ONPS	52,700	1.2
Total Cost and FTE					\$346,400	5.5

FY2000 Annual Performance Plan

Park/Program Id. No 5210Page 12 of 13Org. Goal Id No 0009

Servicewide Goal Identification number: IIA2 NPS Servicewide Mission/Long-term Goal: By September 30, 2002, reduce visitor safety incident rate by 10% from 1997 levels.						
Park/Program Long-term Goal: By September 30, 2002, reduce visitor safety incident rate by 10% from 1997 levels.					Baseline Year:	Target Year:
Park/Program Annual Goal: By September 30, 2000, reduce visitor safety incident rate by 6% from 1997 levels.						
Performance Target this FY: 6% reduction	Indicator: incidents	Baseline Number: 20	Desired Condition (Condition tag):reduced	Unit visitor. Accid/incid. Rate		
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Improve visitor safety information	OPS/Adm.	Brochures/Bulletins	Zahradka	ONPS	\$21,000	0.3
Protection Patrol	OPS/Adm.	Law Enforcement	Zahradka	ONPS	62,600	2.2
Total Cost and FTE					\$ 83,600	2.5

FY2000 Annual Performance Plan

Park/Program Id. No 5210Page 13 of 13Org. Goal Id No 0010

Servicewide Goal Identification number: IIB1 NPS Servicewide Mission/Long-term Goal: By September 30, 2002, 65% of park visitors understand and appreciate the significance of the park they are visiting.						
Park/Program Long-term Goal: By September 30, 2002, 88% of park visitors understand and appreciate the significance of Cape Lookout National Seashore.					Baseline Year:	Target Year:
Park/Program Annual Goal: By September 30, 2000, 86% of visitors understand and appreciate the significance of Cape Lookout National Seashore.						
Performance Target this FY: 86% visitor understanding and appreciation		Indicator: % visitor understanding		Baseline Number: 85%	Desired Condition (Condition tag):satisf.	Unit Measure: %
FY2000 Annual Work Plan						
Work Plan Product/ Service	Division	Planned Output	Contact	Funding Category	Dollars	FTE
Provide Interpretive Services	OPS/ADM	School & Site Programs	Duggan	ONPS	\$ 42,400	1.9
Operate Visitor Center	OPS/ADM	Visitor Center Operation	Duggan	ONPS	104,400	2.3
Visitor Protection	OPS/ADM	Law enforcement	Zahradka	ONPS	82,100	2.0
Total Cost and FTE					\$228,900	6.2